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ABSTRACT

The status of instruction/research employees in Missouri state-supported higher education institutions during 1978-79 was examined by HEGIS discipline divisions. The employees' status was examined with respect to numbers of full-time and part-time employees, percentage part-time, and percentage with tenure. The implications of this information for institutional and statewide policy were also considered. Information is provided on full-time and part-time employees for the University of Missouri, state four-year institutions, and state two-year institutions. It was found that institutional practices vary with respect to the use of part-time instructional faculty and the granting of tenure to full-time instructional faculty. Some discipline divisions were found to have large numbers and/or percentages of full-time faculty with tenure. This situation may be a sign of oversupply of faculty. The use of part-time instructional faculty was more extensive in professional fields and in the two-year institutions. It is suggested that there may possibly be an excessive use of part-time faculty in some discipline areas. (SW)

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Missouri Department of Higher Education

RESEARCH AND PLANNING SERIES
REPORT 79-7

ACADEMIC DISCIPLINE OF INSTRUCTION/RESEARCH EMPLOYEES IN MISSOURI STATE-SUPPORTED HIGHER EDUCATION INSTITUTIONS, 1978-79

by
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October, 1979

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PREFACE

The Research and Planning Series was initiated by the Missouri Department of Higher Education during the past year in order to present statewide data on higher education in Missouri that was of interest to institutional policymakers as well as to the Coordinating Board for Higher Eudcation. The professional staff in the Division of Research and Planning who have contributed to this series and to gathering and automating the information reported in this series includes: Loretta Glaze Elliott, Edward P. St. John, Charles R. (Chip) Sanders, Jewel H. Stewart, and JoAnn Sumner. The following reports were issued as part of the 1979 Research and Planning Series and are available on request from the Department of Higher Education (600 Monroe, Jefferson City, Missouri 65101):

Fall Enrollment, 1978, Report 79-1

Summary of Nontraditional Instructional Activities in Missouri, 1977-78, Report 79-2

Preliminary Report on Student Financial Aid, 1977-78, Report 79-3

Summary of Two Surveys Regarding Establishment of a Guaranteed Student Loan Program in Missouri, Report 79-4

Age and Tenure Status of Instructional/Research Employees in Missouri Higher Education, 1978-79, Report 79-5

A Profile of Age of Students Attending Missouri Colleges and Universities, Fall 1978, Report 79-6

Academic Discipline of Instruction/Research Employees in Missouri State-Supported Higher Education Institutions, 1978-79, Report 79-7

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ACADEMIC DISCIPLINE OF INSTRUCTION/RESEARCH EMPLOYEES IN MISSOURI STATE-SUPPORTED HIGHER EDUCATION INSTITUTIONS, 1978-79

I. Introduction

The importance of instruction/research employees, or instructional faculty, to colleges and universities cannot be over-estimated. These individuals are responsible for implementing the most basic missions of their institutions, instruction and research. In recognition of their importance, the financial resources committed to these individuals comprises the largest portion of college and university budgets. A recent report issued by the Missouri Department of Higher Education examined the age and tenure status of instruction/research employees in Missouri higher education institutions.[1] As a complement to this earlier report, the current report examines the status of instruction/research employees by HEGIS discipline divisions in state-supported higher education institutions. The purposes of this report are to examine the status of instruction/research employees by HEGIS discipline division with respect to numbers of full-time and part-time employees, percentage part-time, and percentage with tenure, and to consider the implications of this information for institutional and statewide policy.

Information on the number of instruction/research employees in each HEGIS discipline division was collected from each state-supported institution for the first time as part of the state-level information system implemented in 1978-79.[2] A few comments should be kept in mind when reviewing the information included in this report. First, information

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[1] "Age and Tenure Status of Instruction/Research Employees in Missouri Higher Education Institutions, 1978-79," Research and Planning Series, Report 79-5, Jefferson City, MO: Missouri Department of Higher Education, 1979.

[2] Instruction/research professionals are employees whose primary assignments are for the purposes of instruction and/or research; in most

on the discipline of instructional faculty is collected for public institutions only. Second, one of the institutions, Southeast Missouri State University, did not complete MDHE 12-0, which collects information on the discipline of faculty for 1978-79. Third, the St. Louis Community Colleges did not report part-time faculty teaching in the community services programs, which includes a total of 346 faculty. In spite of the few limitations, the overall quality of data provided to the Department of Higher Education on the Forms 12-0 is apparently very high. There is a high degree of consistency in the information reported here and the information included in the recent report on the age and tenure status of faculty (Research and Planning Series, 79-5).

Overview

Table 1 provides basic information on the number of full-time and part-time instructional faculty in Missouri state-supported institutions of higher education. A total of 6,656 instructional faculty were reported, 5,077 of whom were full time and 1,579 were part time. The discipline divisions with the largest numbers of total faculty are: Letters (731), Education (720), Fine and Applied Arts (558), and Business and Management (529). Almost one quarter, 23.7%, of the total instructional faculty are part-time employees. The disciplines with highest percentages of part-time instructional faculty, approximately forty percent or more, are: Computer and Information Sciences, Business and Commercial Technologies,

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colleges this refers to the teaching faculty. In the larger and more complex institutions, instruction/research employees may also include some specialized research personnel. Full-time administrators are not included in the instruction/research manpower classification category. The instructions for completing the data collection form defined this category of employees as follows: "Individuals employed for the primary purposes of performing instruction, research, or both activities. To be included in this category, individuals should devote 50% or more of their time to instruction, research or the combination of those activities." In this report the terms "instruction/research employee" and "instructional faculty" are used inter-changeably. For detailed definitions see A Manual for Budgeting and Accounting for Manpower Resources in Postsecondary Education, Washington, D.C.: GPO, 1970.

TABLE 1. INSTRUCTION/RESEARCH EMPLOYEES IN MISSOURI STATE-SUPPORTED HIGHER EDUCATION, BY HEGIS DISCIPLINE CATEGORY, 1978-79*

HEGIS Discipline Division	Total I/R Full-Time	Total I/R Part-Time	All I/R Employees	Percent Part-Time
Agriculture & Natural Resources	103	9	112	8.0%
Architecture & Environ. Design	1	--	1	0.0%
Area Studies	--	--	--	0.0%
Biological Sciences	212	43	255	16.9%
Business & Management	375	154	529	29.1%
Communications	67	21	88	23.9%
Computer & Information Sciences	34	22	56	39.3%
Education	614	106	720	14.7%
Engineering	319	3	322	0.9%
Fine & Applied Arts	416	142	558	25.4%
Foreign Languages	126	22	148	14.9%
Health Professions	243	21	264	8.0%
Home Economics	92	19	111	17.1%
Law	39	3	42	7.1%
Letters	536	195	731	26.7%
Library Science	16	4	20	20.0%
Mathematics	261	73	334	21.9%
Military Science	12	--	12	0.0%
Physical Sciences	321	47	368	12.8%
Psychology	173	39	212	18.4%
Public Affairs & Services	102	9	111	8.1%
Social Sciences	550	96	646	14.9%
Theology	--	--	--	0.0%
Interdisciplinary Studies	6	--	6	0.0%
Business & Commerce Tech.	100	190	290	65.5%
Data Processing Tech.	16	32	48	66.7%
Health Services & Paramedic Tech.	159	88	247	35.6%
Mechanical & Engineering Tech.	108	93	201	46.3%
Natural Science Tech.	26	10	36	27.8%
Public Service Related Tech.	42	85	127	66.9%
TOTAL	5,077	1,579	6,656	23.7%

Source: MDHE 12-0, Fall 1978

*Does not include Southeast Missouri State University which did not report on the MDHE 12-0 in time to be included in this report.

Data Processing Technologies, Mechanical and Engineering Technologies, and Public Services Related Technologies. The latter four divisions are composed entirely of two-year degree and certificate programs.

Figure 1 illustrates the proportional distribution of full-time instructional faculty within the state-supported sector. The University of Missouri System and state four-year institutions each employed approximately two-fifths of the full-time instructional faculty, while the state two-year institutions employed approximately one-fifth of the reported instructional faculty.

Figure 2 illustrates the proportional distribution of part-time instruction/research employees. The two-year institutions employed over three-quarters of the reported part-time instructional faculty, while the University of Missouri employed approximately 2%.

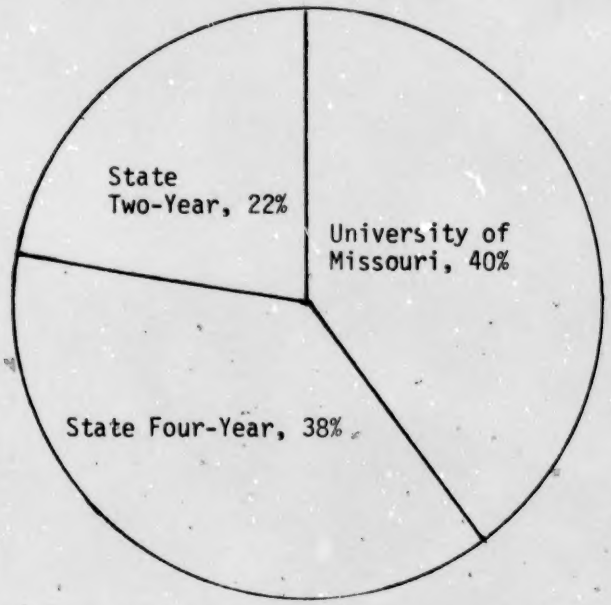
This report presents analyses of the status of instructional faculty by HEGIS discipline division in each segment of institutions. First, analysis of full-time instructional faculty in section II, considers the tenure status of instruction/research employees by each discipline division for each segment of institutions. Second, the analysis of part-time instruction/research employees, section III, considers the percent of all faculty who are part time. Since less than 1% of the total part-time instructional faculty have been granted tenure, information of the tenure status of part-time faculty is not considered in detail. The percentage full-time faculty with tenure by HEGIS division and the percent part-time faculty by HEGIS division are considered the most important topics for policy consideration.

Context for Policy

Information on the composition of instructional faculty by HEGIS discipline division is useful to consideration of several policy issues. Regarding the role of the Coordinating Board for Higher Education in

FIGURE 1

FULL-TIME INSTRUCTION/RESEARCH EMPLOYEES IN
STATE-SUPPORTED HIGHER EDUCATION, BY SEGMENT, 1978-79



Reported Full-Time I/R Empl[illegible]s = 5,077

Source: MDHE 12-0, Fall 1978

FIGURE 2

PART-TIME INSTRUCTION/RESEARCH EMPLOYEES IN
STATE-SUPPORTED HIGHER EDUCATION, BY SEGMENT, 1978-79

Reported Part-Time I/R Employees* = 1,579

*Total does not include part-time instructional faculty in Public Service Programs at St. Louis Community Colleges.

Source: MDHE 12-0, Fall 1978

reviewing and approving new programs, this information should help inform the Coordinating Board for Higher Education and MDHE staff about the relative proportions of tenured faculty and part-time faculty in different discipline areas. In some instances this information can alert policymakers to potential problems. For example for Computer and Information Services and Data Processing Technologies, areas in which the recent Computer Policy Task Force Report[3] recommended program expansion, already have high proportions of part-time instructional faculty in many instances. At the other extreme, Education, the second largest discipline division with respect to the number of instructional faculty employed, also has high tenure ratios for full-time faculty, which can decrease the flexibility of institutions to employ faculty in program areas where there is more student demand.

More generally, information included in the report relates to several topics addressed in the recent Master Plan III for Postsecondary Education in Missouri[4] (MP III). In particular, this information should inform policy planning related to the following MP III recommendations:

15. Undesirable duplication of programs should be eliminated and this activity should receive high priority from the Coordinating Board. (p. 91)

20. The Coordinating Board will undertake some statewide planning efforts in occupational and professional education. (p. 92)

21. When program enrollments fall below a certain size, questions should be raised about their retention. This is primarily an institutional concern, but the Coordinating Board has an overall responsibility, particularly in public higher education. (p. 92)

23. Governing boards should develop tenure policies which, in case of significant reductions in faculty, will preserve the future strengths of the institution. (p. 92)

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[3]Report to the Coordinating Board for Higher Education of the Computer Policy Task Force, Jefferson City, MO: Missouri Department of Higher Education, 1979.

[4]Adopted by the Missouri Coordinating Board for Higher Education, March 10, 1979 (Jefferson City, MO: Missouri Department of Higher Education, 1979).

The information presented in this report addresses these questions in a number of ways. In general, discipline-related information about the number of full-time and part-time instructional faculty, percentages of full-time instructional faculty with tenure, and percentage of part-time instructional faculty, should be important for planning in each of these areas. Specifically, this report identifies some of the following areas of potential concern to state-level and institutional policymakers.

The percentages of full-time instructional faculty who have been granted tenure vary by institutional segment, with the University of Missouri campuses and other four-year institutions having the highest tenure ratios for full-time instruction/research employees. In some discipline divisions, such as Education, there are large numbers of tenured faculty. In some instances these numbers may be greater than current enrollments justify.

The use of part-time instructional/research employees varies considerably by institutional sector. In general, the state two-year institutions are more likely to use part-time instructional faculty than either the University of Missouri campuses or the other four-year institutions. While the use of part-time employees can increase an institution's overall flexibility, the extensive use of part-time faculty in some disciplines, such as Computer and Information Sciences or Data Processing Technologies, may not leave some institutions with a large enough core of full-time instructional faculty.

Institutional policies vary regarding the granting of tenure and the use of part-time faculty for instruction. While some information by institution is included in the body of this report, most of the analysis of employment patterns by HEGIS discipline division is related to each institutional segment. For specific information about individual institutions, the reader may refer to the Appendix. This information should be considered if the situation at any single campus is being considered.

II. Full-Time Instruction/Research Employees

The practice of granting tenure to eligible full-time instruction/research employees, varies considerably for higher education institutions in Missouri. A recent report on the age and tenure status of these employees showed that the age of employees was an important factor, with the majority of faculty having been granted some form of tenure and most eligible faculty of over 45 years having been granted tenure (Research and Planning Series, 79-5). This report adds to the information base about the tenure status of instructional faculty in state-supported institutions of higher education in Missouri. This section considers the number and percentage of full-time instructional faculty with tenure for each HEGIS discipline division.

Table 2 presents information on the number of full-time faculty with tenure at state-supported institutions in the state. It includes information on the percentage of full-time faculty who have been granted tenure. The earlier report (Research and Planning Series, 79-5) included data on the percentage of only those eligible who have been granted tenure. While these two figures are similar, in a few instances the percentage of full-time instructional faculty with tenure will be slightly lower than the figure included in the prior report, since some non-tenured faculty are not considered eligible for tenure.

The full-time, non-tenured column in Tables 2 through 5, represents the number of instructional faculty who are eligible for tenure but have not been granted tenure. Within each segment, the percentages of instructional faculty with tenure vary. In the University of Missouri it ranges from a high of 83.6% at University of Missouri-Rolla to a low of 59.5% at University of Missouri-St. Louis. At the other state four-year institutions, it ranges from the low percentage tenured figures for Lincoln, with 37.4%, and Southern, with 39.2%, to a high of 71.1% with tenure at Harris-Stowe. At many of the two-year institutions, tenure is

TABLE 2. FULL-TIME INSTRUCTION/RESEARCH EMPLOYEES IN MISSOURI STATE-SUPPORTED INSTITUTIONS, 1978-79

	All Full-Time I/R Employees	Tenured Full-Time I/R Emp.	Non-ten. Full-Time I/R Emp.	Percent Full-Time I/R Emp. With Tenure
University of Missouri				
UMC	946	680	228	71.9%
UMKC	462	322	112	69.7%
UMR	299	250	35	83.6%
UMSL	343	204	113	59.5%
Subtotal	2,050	1,456	488	71.0%
State Four-Year				
Central	439	269	162	61.3%
Harris-Stowe	45	32	13	71.1%
Lincoln	139	52	43	37.4%
Southern	153	60	81	39.2%
Western	142	75	67	52.8%
Northeast	240	153	44	63.8%
Northwest	253	152	68	60.0%
Southeast	NR	NR	NR	NR
Southwest	502	303	174	60.4%
Subtotal	1,913	1,096	652	57.3%
State Two-Year				
Crowder	27	--	--	NA
East Central	46	--	--	NA
Jefferson College	80	39	41	48.8%
Metropolitan				
Longview	61	60	1	98.4%
Maple Woods	38	38	--	100.0%
Penn Valley	115	104	11	90.4%
Pioneer	12	1	--	8.3%
Mineral Area	49	--	--	NA
Moberly	25	13	12	52.0%
St. Louis Comm. Col.[1]	3	--	--	NA
Florissant Valley	185	--	--	NA
Forest Park	168	--	--	NA
Meramec	177	--	--	NA
State Fair	57	--	--	NA
Three Rivers	46	29	10	63.0%
Trenton	25	15	10	60.0%
Subtotal	1,114	299	85	26.8%
TOTAL STATE	5,077	2,851	1,225	56.2%

Source: MDHE 12-0, Fall 1978

[1]St. Louis Community Colleges Central Administration has three full-time instruction/research employees

not applicable, a situation discussed in the previous report on age and tenure. The variation in the two-year segment runs the range from none with tenure to 100%. Overall, 71.0% of the full-time instructional faculty in the University of Missouri have been granted tenure, 57.3% in the other state four-year institutions, and 26.8% in the two-year institutions.

University of Missouri

A higher portion of the full-time instructional faculty at the University of Missouri have been granted tenure than at either of the other two segments. The University of Missouri did not include full-time research employees on this form in 1978-79. (Refer to Table 3.) Therefore, the actual number of full-time instruction/research employees at University of Missouri campuses is greater than the 2,050 reported here. Disciplines with 80% or more tenure for full-time instructional faculty include Engineering, Library Sciences, and Physical Sciences. In addition, over three-quarters of the instructional faculty are tenured in Law and Education. In contrast, the disciplines with fewer than 60% with tenure include Communications, Health Professions, Home Economics, and Interdisciplinary Studies. The latter is the only field to have less than 50% with tenure. In spite of the low percent tenure figure for Interdisciplinary Studies, all faculty eligible for tenure in this discipline have been granted tenure. Thus, the overall tenure situation at the University of Missouri campuses seems relatively fixed in almost all disciplines. The high tenure situation is further complicated by the fact that the University of Missouri system uses relatively few part-time instructional faculty, a topic considered in the next section.

State Four-Year Institutions

The tenure situation at the other state four-year institutions is more varied than for the University of Missouri system. Of the 1,913 instructional faculty reported, 57.3% have been granted tenure. (Refer to Table 4.)

TABLE 3. UNIVERSITY OF MISSOURI, FULL-TIME INSTRUCTION/RESEARCH EMPLOYEES BY HEGIS DISCIPLINE CATEGORY, 1977-78

HEGIS Discipline Division	All I/R Full-Time	Tenured Full-Time	Full-Time Non-ten.	Pct-Full W/Tenure
Agriculture & Natural Resource	49	35	10	71.4%
Biological Sciences	77	50	25	64.9%
Business & Management	132	86	34	65.2%
Communications	44	23	16	52.3%
Computer & Information Science	20	14	6	70.0%
Education	204	156	38	76.5%
Engineering	261	213	41	81.6%
Fine & Applied Arts	146	100	33	68.5%
Foreign Languages	73	52	19	71.2%
Health Professions	197	104	77	52.8%
Home Economics	34	20	13	57.1%
Law	39	30	9	76.9%
Letters	137	91	37	66.4%
Library Science	5	4	1	80.0%
Mathematics	108	78	22	72.2%
Physical Sciences	163	142	18	87.1%
Psychology	67	46	18	68.7%
Public Affairs & Services	45	29	15	64.4%
Social Sciences	243	181	56	74.5%
Interdisciplinary Studies	6	2	0	33.3%
TOTAL	2,050	1,456	488	71.0%

Source: MDHE 12-0, Fall 1978

TABLE 4. STATE FOUR-YEAR INSTITUTIONS,* FULL-TIME INSTRUCTION/RESEARCH EMPLOYEES BY HEGIS DISCIPLINE CATEGORY, 1978-79

HEGIS Discipline Division	All I/R Full-Time	Tenured Full-Time	Full-Time Non-ten.	Pct-Full W/Tenure
Agriculture & Natural Resource	53	28	18	52.8%
Biological Sciences	82	59	20	72.0%
Business & Management	196	91	87	46.4%
Communications	15	6	8	40.0%
Computer & Information Science	8	5	1	62.5%
Education	367	249	96	67.8%
Engineering	57	33	22	57.9%
Fine & Applied Arts	195	108	55	55.4%
Foreign Languages	37	28	8	75.7%
Health Professions	46	10	28	21.7%
Home Economics	45	15	25	33.3%
Letters	219	122	87	55.7%
Library Science	11	5	5	45.5%
Mathematics	88	65	21	73.9%
Military Sciences	12	--	---	0.0%
Physical Sciences	98	72	19	73.5%
Psychology	72	39	32	54.2%
Public Affairs & Services	56	19	33	33.9%
Social Sciences	205	135	52	65.9%
Business & Commerce Tech.	4	1	3	25.0%
Data Processing Technologies	4	1	2	25.0%
Health Serv. & Paramed. Tech.	23	2	17	8.7%
Mechanical & Engineering Tech.	11	2	8	18.2%
Public Service Related Tech.	9	1	5	11.1%
TOTAL	1,913	1,096	652	57.3%

Source: MDHE 12-0, Fall 1978

*Does not include Southeast Missouri State University.

The discipline divisions with particularly high percentages of full-time instructional faculty with tenure, over two-thirds, are Biological Sciences, Foreign Languages, Mathematics and Physical Sciences. In addition, over two-thirds of the full-time instructional faculty in Education have been granted tenure. Disciplines with low percentages of instructional faculty with tenure, less than 40%, include Business and Commercial Technologies, Data Processing, Health Professions, Mechanical Engineering, Public Affairs and Services, and Public Service Related Technologies. Overall, the percentage of instructional faculty who have been granted tenure varies according to HEGIS discipline division at the four-year institutions. Some discipline divisions appear more fixed with respect to the percentage of faculty who have been granted tenure than others.

State Two-Year Institutions

At the state-supported two-year institutions, 299, or 26.8%, of the 1,114 full-time instructional faculty have been granted tenure. (Refer to Table 5.) This low percent-tenure figure does not take into account the fact that there is a wide variation in tenure policies at the state two-year instiutions--at several campuses tenure is not applicable, as indicated on Table 2--which, in part, explains this low figure. At the St. Louis Community Colleges, instructional faculty are granted multi-year contracts, which provides a form of employment security. Thus, the low figures for percentage of faculty with tenure by HEGIS discipline division does not provide an accurate indicator of the amount of institutional resources committed to the future employment of faculty in these disciplines. Therefore it must be interpreted with caution.

TABLE 5. STATE TWO-YEAR INSTITUTIONS, FULL-TIME INSTRUCTION/RESEARCH EMPLOYEES BY HEGIS DISCIPLINE CATEGORY, 1978-79

HEGIS Discipline Division	All I/R Full-Time	Tenured Full-Time	Full-Time Non-ten.	Pct-Full W/Tenure
Agriculture & Natural Resource	1	--	--	0.0%
Architecture & Environ. Design	1	1	0	100.0%
Biological Sciences	53	18	1	34.0%
Business & Management	47	5	2	10.6%
Communications	8	--	1	0.0%
Computer & Information Science	6	5	1	83.3%
Education	43	6	5	14.0%
Engineering	1	--	--	0.0%
Fine & Applied Arts	75	18	4	24.0%
Foreign Languages	16	4	1	25.0%
Home Economics	13	--	--	0.0%
Letters	180	53	7	29.4%
Mathematics	65	21	0	32.3%
Physical Sciences	60	21	1	35.0%
Psychology	34	10	2	29.4%
Public Affairs & Services	1	--	--	0.0%
Social Sciences	102	35	1	34.3%
Business & Commerce Tech.	96	32	7	33.3%
Data Processing Technologies	12	--	2	0.0%
Health Serv. & Paramed. Tech.	136	28	25	20.6%
Mechanical & Engineering Tech.	97	28	15	28.9%
Natural Science Technologies	26	8	5	30.8%
Public Service Related Tech.	33	6	5	18.2%
Interdisciplinary Studies	8	--	--	0.0%
TOTAL	1,114	299	85	26.8%

Source: MDHE 12-0, Fall 1978

III. Part-Time Instruction/Research Employees

The use of part-time instructional faculty varies considerably by segment in state-supported higher education in Missouri. While almost one-quarter of all instructional faculty in the state sector in 1978-79 were employed part time, there was considerable variation within the state sector, with the University of Missouri campuses having only 1.6% part-time instructional faculty, the other state colleges and universities having 14.6%, and the state-supported two-year institutions having 52.3%. (Refer to Table 6.) Only six part-time faculty had been granted tenure. Therefore the employment of part-time instructional faculty can be viewed as a more flexible commitment of institutional resources than the employment of full-time instructional faculty, since the full-time employees are more likely to be eligible for and to have been granted tenure.

The University of Missouri campuses had a uniformly low use of part-time instruction/research employees. Slightly over 2% of the instructional faculty at UMC and UMKC were part time, while less than 1% of those at UMSL and UMR were part time.

At the other four-year institutions the situation is more varied. One campus, Missouri Southern, reported no part-time instructional faculty, while two other campuses, Northwest and Central, reported fewer than 10%. At the other extreme, Harris-Stowe reported 30.0% and Southwest Missouri reported 24.1% part-time instructional faculty.

Within the two-year segment, the employment of part-time instructional faculty is more pervasive. At least one-quarter of the instruction/research employees at every campus were part-time in 1978-79. Two campuses reported more than 60% of these instruction/research employees as part-time: the Pioneer campus of the Metropolitan system and St. Louis Community College at Forest Park. However, if the 348 additional part-time employees used in community services courses by the St. Louis Community Colleges were included on the Form 12-0, then the percentage

TABLE 6. PART-TIME INSTRUCTION/RESEARCH EMPLOYEES IN MISSOURI STATE-SUPPORTED INSTITUTIONS, 1977-78

	All I/R Part-Time	Total I/R Emp.	Tenured Part-Time	Pct - All Part-time
University of Missouri				
UMC	22	968	1	2.3%
UMKC	10	472	1	2.1%
UMR	1	300	--	0.3%
UMSL	1	344	--	0.3%
Subtotal	34	2,084	2	1.6%
State Four-Year				
Central	26	465	--	5.6%
Harris-Stowe	20	65	--	30.8%
Lincoln	23	162	--	14.2%
Southern	--	153	--	0.0%
Western	38	180	1	21.1%
Northeast	35	275	--	12.9%
Northwest	25	278	--	9.0%
Southeast	NR	NR	NR	NR
Southwest	159	661	--	24.1%
Subtotal	326	2,239	1	14.6%
State Two-Year				
Crowder	31	58	--	53.4%
East Central	27	73	--	37.0%
Jefferson	59	139	--	42.4%
Metropolitan				
Longview	88	149	--	59.1%
Maple Woods	56	94	--	59.6%
Penn Valley	103	218	--	47.2%
Pioneer	32	44	--	72.7%
Mineral Area	30	79	--	38.0%
Moberly	24	49	--	49.0%
St. Louis Comm. Col.*	--	3	--	0.0%
Florissant Valley[1]	186	371	--	50.1%
Forest Park[2]	322	490	--	65.7%
Meramec[3]	183	360	--	50.8%
State Fair	43	100	--	43.0%
Three Rivers	26	72	--	36.1%
Trenton	9	34	3	26.4%
Subtotal	1,219	2,333	3	52.3%
TOTAL STATE	1,579	6,656	6	23.7%

*SLCC Central Administration reported 3 full-time I/R employees

[1]Florissant Valley had an additional 63 part-time I/R employees teaching Community Services courses in 1977-78

[2]Forest Park had an additional 103 part-time I/R employees teaching Community Services courses in 1977-78

[3]Meramec had an additional 172 part-time I/R employees teaching Community Services courses in 1977-78

Source: MDHE 12-0, Fall 1978

of part-time faculty for each St. Louis Community College campus would be over 60% of the total instructional faculty employed by each campus. Instruction for Community Services courses were not included on the MDHE form 12-0 by St. Louis Community Colleges because these individuals could not be easily classified into HEGIS discipline divisions.

University of Missouri

Within the University of Missouri system, the most extensive use of part-time instructional faculty is in professional fields. Health Professions employ 15, or almost half of the total part-time faculty in the University of Missouri system. Disciplines that employ approximately 5% or more part-time instructional faculty are Library Sciences with 16.7%, Law with 4.9%, Home Economics with 8.1%, and Health Professions with 7.1%. (Refer to Table 7.)

State Four-Year Institutions

The state-supported four-year institutions make more varied use of part-time faculty than the University of Missouri. In only one discipline, Data Processing Technologies, are more than half of the instructional faculty employed part time. Disciplines with twenty percent or more part-time instructional faculty include Biological Sciences, Business and Commerce Technologies, Business and Management, Letters, Library Sciences, Mechanical Engineering Technologies, and Public Service Related Technologies. Some of the disciplines that make little or no use of part-time instructional faculty, are Computer and Information Sciences, Engineering, Health Services and Paramedical Technologies, and Military Science.

State Two-Year Institutions

As indicated previously, the two-year colleges make more extensive use of part-time instructional faculty than either of the other two segments. In fact, it is possible that in a few instances the extensive use of

TABLE 7. PART-TIME INSTRUCTION/RESEARCH EMPLOYEES IN THE UNIVERSITY OF MISSOURI, 1978-79

HEGIS Discipline Division	All I/R Full-Time	All I/R Part-Time	All I/R Total	Pct-All Part-Time
Agriculture & Natural Resource	49	1	50	2.0%
Biological Sciences	77	--	77	0.0%
Business & Management	132	--	132	0.0%
Communications	44	1	45	2.2%
Computer & Information Science	20	--	20	0.0%
Education	204	4	208	1.9%
Engineering	261	1	262	0.4%
Fine & Applied Arts	146	3	149	2.0%
Foreign Languages	73	1	74	1.4%
Health Professions	197	15	212	7.1%
Home Economics	34	3	37	8.1%
Law	39	2	41	4.9%
Letters	137	2	139	1.4%
Library Science	5	1	6	16.7%
Mathematics	108	--	108	0.0%
Physical Sciences	163	--	163	0.0%
Psychology	67	--	67	0.0%
Public Affairs & Services	45	--	45	0.0%
Social Sciences	243	--	243	0.0%
Interdisciplinary Studies	6	--	6	0.0%
TOTAL	2,050	34	2,084	1.6%

Source: MDHE 12-0, Fall 1978

TABLE 8. PART-TIME INSTRUCTION/RESEARCH EMPLOYEES IN STATE-SUPPORTED FOUR-YEAR INSTITUTIONS, 1978-79

HEGIS Discipline Division	All I/R Full-Time	All I/R Part-Time	All I/R Total	Pct-All Part-Time
Agriculture & Natural Resource	53	8	61	13.1%
Biological Sciences	82	2	84	23.4%
Business & Management	196	63	259	24.3%
Communications	15	1	16	6.3%
Computer & Information Science	8	--	8	0.0%
Education	367	65	432	15.0%
Engineering	57	2	59	3.4%
Fine & Applied Arts	195	32	227	14.1%
Foreign Languages	37	9	46	19.6%
Health Professions	46	6	52	11.5%
Home Economics	45	11	56	19.6%
Letters	219	66	285	23.2%
Library Science	11	3	14	21.4%
Mathematics	88	8	96	8.3%
Physical Sciences	98	4	102	3.9%
Psychology	72	9	81	11.1%
Public Affairs & Services	56	8	64	12.5%
Social Sciences	205	14	219	6.4%
Business & Commerce Tech.	4	1	5	20.0%
Data Processing Technologies	4	5	9	55.5%
Health Serv. & Paramed. Tech.	23	1	24	4.2%
Mechanical & Engineering Tech.	11	4	15	26.7%
Military Sciences	12	--	12	0.0%
Public Service Related Tech.	9	4	13	30.8%
TOTAL	1,913	326	2,239	14.6%

Source: MDHE 12-0, Fall 1978

TABLE 9. PART-TIME INSTRUCTION/RESEARCH EMPLOYEES IN STATE-SUPPORTED TWO-YEAR INSTITUTIONS, 1978-79

HEGIS Discipline Division	All I/R Full-Time	All I/R Part-Time	All I/R Total	Pct-All Part-Time
Agriculture & Natural Resource	1	--	1	0.0%
Architecture & Environ. Design	1	--	1	0.0%
Biological Sciences	53	41	94	43.6%
Business & Management	47	91	138	65.9%
Communications	8	19	27	70.4%
Computer & Information Science	6	22	28	78.6%
Education	43	37	80	46.3%
Engineering	1	--	1	0.0%
Fine & Applied Arts	75	107	182	58.8%
Foreign Languages	16	12	28	42.9%
Home Economics	13	5	18	27.8%
Law	--	1	1	100.0%
Letters	180	127	307	41.4%
Mathematics	65	65	130	50.0%
Physical Sciences	60	43	103	41.7%
Psychology	34	30	64	46.9%
Public Affairs & Services	1	1	2	50.0%
Social Sciences	102	82	184	44.6%
Business & Commerce Tech.	96	189	285	66.3%
Data Processing Technologies	12	27	39	69.2%
Health Serv. & Paramed. Tech.	136	87	223	33.0%
Mechanical & Engineering Tech.	97	89	186	47.8%
Natural Science Technologies	26	10	36	27.8%
Public Service Related Tech.	33	81	114	71.0%
Interdisciplinary Studies	8	53	61	86.9%
TOTAL	1,114	1,219	2,333	52.3%

Source: MDHE 12-0, Fall 1978

part-time instruction/research employees raises concerns regarding whether such large percentages of part-time faculty can be considered "healthy" with respect to the viability of the academic programs. While there are no commonly accepted standards with respect to the percentage of full-time instructional faculty that are necessary to maintain program continuity, faculty quality, and faculty availability, excessive use of part-time faculty should be avoided. Disciplines that employ more tha 70% part-time instructional faculty are Communications with 70.4%, Computer and Information Science with 78.6%, Public Service Related Technologies with 71.0%, Interdisciplinary Studies with 86.9%, and Law with 100%. Disciplines with between 65% and 70% part-time instructional faculty include Business and Commerce Technologies with 66.3%, Business and Management with 66.3%, and Data Processing Technologies with 69.2%. None of the discipline divisions with more than one faculty member have less than 20% part-time instructional faculty.

IV. Conclusions

In the present context of leveling or declining enrollments, faculty development and planning is an increasingly important policy issue at the institutional and state levels. Information on the employment status of instructional faculty has only been collected for one year by the Missouri Department of Higher Education. The initial analysis of the data has generated information that is useful to planning in this area. A recent report by this Department (Research and Planning Series, 79-5) indicated that tenure decisions about faculty under 45 years of age are likely to have a major impact on the commitment of institutional resources for the next several decades. The current report has provided additional information about the status of instructional faculty in Missouri state-supported institutions of higher education.

One conclusion from the analysis of instruction/research employees by HEGIS discipline division is that institutional practices vary with respect to the use of part-time instructional faculty and the granting of tenure to full-time instructional faculty. The University of Missouri campuses, when compared to the institutions in the other two segments, have higher percentages of their full-time instructional faculty with tenure and lower percentages of instructional faculty who are employed part time. The other four-year institutions have made slightly less use of tenure for their full-time instruction/research employees and have employed more instructional faculty on a part-time basis. The state-supported two-year institutions have the most diverse tenure policies and have made the most extensive use of part-time instructional faculty.

A second conclusion is that some discipline divisions have large numbers and/or percentages of full-time faculty with tenure. In some instances, particularly for the state four-year institutions, and especially some of the University of Missouri campuses, this situation may be a sign of oversupply and, therefore, overcommitment of the institution's financial resources relative to the student demand for instruction in these areas.

While analysis of the demand side of the equation, particularly information on student enrollment by discipline division, will be necessary to identify areas of oversupply of faculty, there are some areas about which there should be some concern. In particular, in Education and in some of the disciplines in the traditional Arts and Sciences--especially Physical Sciences and Foreign Languages--the percentage of faculty with tenure appears high.

Third, the use of part-time instructional faculty is more extensive in professional fields and in the two-year institutions. In some of the professional and technical discipline divisions--such as Public Service Related Technologies, Business and Commercial Technologies and Data Processing Technologies--two-thirds of all instructional faculty are part time. In some institutions, these percentages are much higher. The use of part-time instructional faculty in the professional fields is also evident at the University of Missouri, where Health, Law, Home Economics and Library Science make more use of part-time instructional faculty than other HEGIS divisions. This may be an appropriate use of part-time faculty.

Finally, this report has identified several areas of potential concern to institutional and state policymakers. One is the possible oversupply of faculty in some discipline areas. A second is a possible excessive use of part-time faculty in some discipline areas. It is possible that some institutions are offering programs without a sufficient commitment of full-time instructional faculty. In some cases the high use of part-time faculty is explained by the professional orientation of the programs and possibly, in fields such as computer sciences, by an undersupply of trained faculty. Even in these cases, however, there may be minimum percentages, or numbers, of full-time instructional faculty that are necessary to offer quality programs.

APPENDIX

	HEGIS CODE	HEGIS DIVISION DESCRIPTION	LINE NO.	ALL I/R F-TIME	ALL I/R P-TIME	ALL I/R TOTAL	TENURED F-TIME	PCT-FULL W/TENURE	PCT-ALL PART-TIME
002516 1010		UNIVERSITY OF MO-COLUMBIA A 12-0 2A 79							
1	0100	AGRICULTURE & NATURAL RESOURCE	01	49	1	50	35	71.4	2.0
2	0400	BIOLOGICAL SCIENCES	04	42	0	42	32	76.1	.0
3	0500	BUSINESS & MANAGEMENT	05	48	0	48	35	72.9	.0
4	0600	COMMUNICATIONS	06	44	1	45	23	52.2	2.2
5	0700	COMPUTER & INFORMATION SCIENCE	07	8	0	8	4	50.0	.0
6	0800	EDUCATION	08	106	4	110	87	82.0	3.6
7	0900	ENGINEERING	09	99	0	99	73	73.7	.0
8	1000	FINE & APPLIED ARTS	10	59	1	60	44	74.5	1.6
9	1100	FOREIGN LANGUAGES	11	41	1	42	31	75.6	2.3
10	1200	HEALTH PROFESSIONS	12	84	7	91	37	44.0	7.6
11	1300	HOME ECONOMICS	13	34	3	37	20	58.8	8.1
12	1400	LAW	14	19	2	21	16	84.2	9.5
13	1500	LETTERS	15	43	1	44	31	72.0	2.2
14	1600	LIBRARY SCIENCE	16	5	1	6	4	80.0	16.6
15	1700	MATHEMATICS	17	42	0	42	35	83.3	.0
16	1900	PHYSICAL SCIENCES	19	50	0	50	44	88.0	.0
17	2000	PSYCHOLOGY	20	23	0	23	17	73.9	.0
18	2100	PUBLIC AFFAIRS & SERVICES	21	32	0	32	24	75.0	.0
19	2200	SOCIAL SCIENCES	22	112	0	112	86	76.7	.0
20	4900	INTERDISCIPLINARY STUDIES	24	6	0	6	2	33.3	.0
21		*	31	946	22	968	680	71.8	2.2
FICECODE COUNT			21						
002518 1020		UNIVERSITY OF MO-KANSAS CITY A 12-0 2A 79							
22	0400	BIOLOGICAL SCIENCES	04	19	0	19	9	47.3	.0
23	0500	BUSINESS & MANAGEMENT	05	35	0	35	26	74.2	.0
24	0800	EDUCATION	08	52	0	52	40	76.9	.0
25	1000	FINE & APPLIED ARTS	10	69	2	71	44	63.7	2.8
26	1100	FOREIGN LANGUAGES	11	10	0	10	9	90.0	.0
27	1200	HEALTH PROFESSIONS	12	113	8	121	67	59.2	6.6
28	1400	LAW	14	20	0	20	14	70.0	.0
29	1500	LETTERS	15	30	0	30	26	86.6	.0
30	1700	MATHEMATICS	17	13	0	13	11	84.6	.0
31	1900	PHYSICAL SCIENCES	19	35	0	35	25	71.4	.0
32	2000	PSYCHOLOGY	20	18	0	18	15	83.3	.0
33	2100	PUBLIC AFFAIRS & SERVICES	21	4	0	4	1	25.0	.0
34	2200	SOCIAL SCIENCES	22	44	0	44	35	79.5	.0
35		*	31	462	10	472	322	69.6	2.1
FICECODE COUNT			14						

	REGIS CODE	REGIS DIVISION DESCRIPTION	LINE NO.	ALL I/R F-TIME	ALL I/R P-TIME	ALL I/R TOTAL	TENURED F-TIME	PCT-FULL W/TENURE	PCT-ALL PART-TIME
002517 1030	UNIVERSITY OF MO--ROLLA	A 12-0 2A 79							
35	0400	BIOLOGICAL SCIENCES	04	3	0	3	2	66.6	.0
37	0700	COMPUTER & INFORMATION SCIENCE	07	12	0	12	10	83.3	.0
38	0900	ENGINEERING	09	162	1	163	140	86.4	.6
39	1000	FINE & APPLIED ARTS	10	2	0	2	2	100.0	.0
40	1100	FOREIGN LANGUAGES	11	4	0	4	4	100.0	.0
41	1500	LETTERS	15	19	0	19	10	52.6	.0
42	1700	MATHEMATICS	17	24	0	24	21	87.5	.0
43	1900	PHYSICAL SCIENCES	19	50	0	50	48	96.0	.0
44	2000	PSYCHOLOGY	20	6	0	6	1	16.6	.0
45	2200	SOCIAL SCIENCES	22	17	0	17	12	70.5	.0
46		*	31	299	1	300	250	83.6	.3
FICECODE COUNT			11						
002519 1040	UNIVERSITY OF MO-ST LOUIS	A 12-0 2A 79							
47	0400	BIOLOGICAL SCIENCES	04	13	0	13	7	53.8	.0
48	0500	BUSINESS & MANAGEMENT	05	49	0	49	25	51.0	.0
49	0800	EDUCATION	08	46	0	46	29	63.0	.0
50	1000	FINE & APPLIED ARTS	10	16	0	16	10	62.5	.0
51	1100	FOREIGN LANGUAGES	11	18	0	18	8	44.4	.0
52	1500	LETTERS	15	45	1	46	24	53.3	2.1
53	1700	MATHEMATICS	17	29	0	29	11	37.9	.0
54	1900	PHYSICAL SCIENCES	19	28	0	28	25	89.2	.0
55	2000	PSYCHOLOGY	20	20	0	20	13	65.0	.0
56	2100	PUBLIC AFFAIRS & SERVICES	21	9	0	9	4	44.4	.0
57	2200	SOCIAL SCIENCES	22	70	0	70	48	68.5	.0
58		*	31	343	1	344	204	59.4	.2
FICECODE COUNT			12						
002454 2010	CENTRAL MO STATE UNIVERSITY	A 12-0 2A 79							
59	0100	AGRICULTURE & NATURAL RESOURCE	01	8	0	8	7	87.5	.0
60	0400	BIOLOGICAL SCIENCES	04	12	0	12	11	91.6	.0
61	0500	BUSINESS & MANAGEMENT	05	49	0	49	22	44.8	.0
62	0600	COMMUNICATIONS	06	8	0	8	2	25.0	.0
63	0800	EDUCATION	08	64	0	64	54	84.3	.0
64	0900	ENGINEERING	09	43	0	43	22	51.1	.0
65	1000	FINE & APPLIED ARTS	10	42	0	42	29	69.0	.0
66	1100	FOREIGN LANGUAGES	11	5	3	8	4	80.0	37.5
67	1200	HEALTH PROFESSIONS	12	17	2	19	5	29.4	10.5
68	1300	HOME ECONOMICS	13	12	1	13	3	25.0	7.6
69	1500	LETTERS	15	42	18	60	24	57.1	30.0

	HEGIS CODE	HEGIS DIVISION DESCRIPTION		LINE NO.	ALL I/R F-TIME	ALL I/R P-TIME	ALL I/R TOTAL	TENURED F-TIME	PCT-FULL W/TENURE	PCT-ALL PART-TIME
002454	2010	CENTRAL MO STATE UNIVERSITY	A 12-0 2A 79							
70	1600	LIBRARY SCIENCE		16	2	0	2	1	50.0	.0
71	1700	MATHEMATICS		17	17	1	18	13	76.4	5.5
72	1900	PHYSICAL SCIENCES		19	18	0	18	13	72.2	.0
73	2000	PSYCHOLOGY		20	13	1	14	7	53.8	7.1
74	2100	PUBLIC AFFAIRS & SERVICES		21	45	0	45	18	40.0	.0
75	2200	SOCIAL SCIENCES		22	42	0	42	34	80.9	.0
76			*	31	439	26	465	269	61.2	5.5
FICECODE COUNT				18						
002466	2020	HARRIS-STOWE COLLEGE	A 12-0 2A 79							
77	0800	EDUCATION		08	45	20	65	32	71.1	30.7
78			*	31	45	20	65	32	71.1	30.7
FICECODE COUNT				2						
002479	2030	LINCOLN UNIVERSITY	A 12-0 2A 79							
79	0100	AGRICULTURE & NATURAL RESOURCE		01	6	0	6	4	66.6	.0
80	0200	ARCHITECTURE & ENVIRON DESIGN		02	0	0	0	0	*	*
81	0300	AREA STUDIES		03	0	0	0	0	*	*
82	0400	BIOLOGICAL SCIENCES		04	8	0	8	2	25.0	.0
83	0500	BUSINESS & MANAGEMENT		05	4	2	6	1	25.0	33.3
84	0600	COMMUNICATIONS		06	3	0	3	1	33.3	.0
85	0700	COMPUTER & INFORMATION SCIENCE		07	0	0	0	0	*	*
86	0800	EDUCATION		08	27	1	28	10	37.0	3.5
87	0900	ENGINEERING		09	0	0	0	0	*	*
88	1000	FINE & APPLIED ARTS		10	12	1	13	6	50.0	7.6
89	1100	FOREIGN LANGUAGES		11	2	1	3	2	100.0	33.3
90	1200	HEALTH PROFESSIONS		12	2	0	2	0	.0	.0
91	1300	HOME ECONOMICS		13	8	0	8	2	25.0	.0
92	1400	LAW		14	0	0	0	0	*	*
93	1500	LETTERS		15	15	1	16	6	40.0	6.2
94	1600	LIBRARY SCIENCE		16	0	0	0	0	*	*
95	1700	MATHEMATICS		17	7	2	9	3	42.8	22.2
96	1800	MILITARY SCIENCES		18	8	0	8	0	.0	.0
97	1900	PHYSICAL SCIENCES		19	4	0	4	2	50.0	.0
98	2000	PSYCHOLOGY		20	5	0	5	4	80.0	.0
99	2100	PUBLIC AFFAIRS & SERVICES		21	3	2	5	0	.0	40.0
100	2200	SOCIAL SCIENCES		22	17	4	21	7	41.1	19.0
101	2300	THEOLOGY		23	0	0	0	0	*	*
102	4900	INTERDISCIPLINARY STUDIES		24	0	0	0	0	*	*
103	5000	BUSINESS & COMMERCE TECHNOL'S		25	0	0	0	0	*	*

	HEGIS CODE	HEGIS DIVISION DESCRIPTION	LINE NO.	ALL I/R F-TIME	ALL I/R P-TIME	ALL I/R TOTAL	TENURED F-TIME	PCT-FULL W/TENURE	PCT-ALL PART-TIME
002479	2030	LINCOLN UNIVERSITY A 12-0 2A 79							
104	5100	DATA PROCESSING TECHNOLOGIES	26	0	5	5	0	*	100.0
105	5200	HEALTH SERV & PARAMEDICAL TECH	27	6	1	7	1	16.6	14.2
106	5300	MECHANICAL & ENGINEERING TECH	28	2	2	4	1	50.0	50.0
107	5400	NATURAL SCIENCE TECHNOLOGIES	29	0	0	0	0	*	*
108	5500	PUBLIC SERVICE RELATED TECHNOL	30	0	1	1	0	*	100.0
109		*	31	139	23	162	52	37.4	14.1
FICECODE COUNT			31						
002488	2040	NO SOUTHERN STATE COLLEGE A 12-0 2A 79							
110	0400	BIOLOGICAL SCIENCES	04	8		8	4	50.0	.0
111	0500	BUSINESS & MANAGEMENT	05	18		18	6	33.3	.0
112	0600	COMMUNICATIONS	06	1		1	1	100.0	.0
113	0800	EDUCATION	08	20		20	7	35.0	.0
114	1000	FINE & APPLIED ARTS	10	17		17	9	52.9	.0
115	1100	FOREIGN LANGUAGES	11	3		3	1	33.3	.0
116	1500	LETTERS	15	18		18	7	38.8	.0
117	1700	MATHEMATICS	17	9		9	5	55.5	.0
118	1800	MILITARY SCIENCES	18	4		4		.0	.0
119	1900	PHYSICAL SCIENCES	19	7		7	7	100.0	.0
120	2000	PSYCHOLOGY	20	7		7	3	42.8	.0
121	2200	SOCIAL SCIENCES	22	16		16	6	37.5	.0
122	5100	DATA PROCESSING TECHNOLOGIES	26	4		4	1	25.0	.0
123	5200	HEALTH SERV & PARAMEDICAL TECH	27	10		10	1	10.0	.0
124	5300	MECHANICAL & ENGINEERING TECH	28	5		5	1	20.0	.0
125	5500	PUBLIC SERVICE RELATED TECHNOL	30	6		6	1	16.6	.0
126		*	31	153		153	60	39.2	.0
FICECODE COUNT			17						
002490	2050	NO WESTERN STATE COLLEGE A 12-0 2A 79							
127	0100	AGRICULTURE & NATURAL RESOURCE	01	5		5		.0	.0
128	0400	BIOLOGICAL SCIENCES	04	7		7	7	100.0	.0
129	0500	BUSINESS & MANAGEMENT	05	14	6	20	5	35.7	30.0
130	0600	COMMUNICATIONS	06	1		1	1	100.0	.0
131	0700	COMPUTER & INFORMATION SCIENCE	07	3		3	3	100.0	.0
132	0800	EDUCATION	08	17	6	23	12	70.5	26.0
133	0900	ENGINEERING	09	2		2	2	100.0	.0
134	1000	FINE & APPLIED ARTS	10	24	13	37	10	41.6	35.1
135	1100	FOREIGN LANGUAGES	11	3		3	3	100.0	.0
136	1500	LETTERS	15	11	6	17	8	72.7	35.2
137	1700	MATHEMATICS	17	10	1	11	8	80.0	9.0

	HEGIS CODE	HEGIS DIVISION DESCRIPTION	LINE NO.	ALL I/R F-TIME	ALL I/R P-TIME	ALL I/R TOTAL	TENURED F-TIME	PCT-FULL W/TENURE	PCT-ALL PART-TIME
002490 2050	MO WESTERN STATE COLLEGE A 12-0 2A 79								
138	1500	PHYSICAL SCIENCES	19	8		8	6	75.0	.0
139	2000	PSYCHOLOGY	20	5		5	2	40.0	.0
140	2100	PUBLIC AFFAIRS & SERVICES	21	3		3		.0	.0
141	2200	SOCIAL SCIENCES	22	11		11	7	63.6	.0
142	5000	BUSINESS & COMMERCE TECHNOL'S	25	4	1	5	1	25.0	20.0
143	5200	HEALTH SERV & PARAMEDICAL TECH	27	7		7		.0	.0
144	5300	MECHANICAL & ENGINEERING TECH	28	4	2	6		.0	33.3
145	5500	PUBLIC SERVICE RELATED TECHNOL	30	3	3	6		.0	50.0
146		*	31	142	38	180	75	52.8	21.1
FICECODE COUNT			20						
002495 2060	NORTHEAST MO STATE UNIVERSITY A 12-0 2A 79								
147	0100	AGRICULTURE & NATURAL RESOURCE	01	5	2	7	3	60.0	28.5
148	0400	BIOLOGICAL SCIENCES	04	14	0	14	10	71.4	.0
149	0500	BUSINESS & MANAGEMENT	05	21	4	25	11	52.3	16.0
150	0600	COMMUNICATIONS	06	2	1	3	1	50.0	33.3
151	0700	COMPUTER & INFORMATION SCIENCE	07	5	0	5	2	40.0	.0
152	0800	EDUCATION	08	40	4	44	27	67.5	9.0
153	0900	ENGINEERING	09	12	2	14	9	75.0	14.2
154	1000	FINE & APPLIED ARTS	10	30	0	30	21	70.0	.0
155	1100	FOREIGN LANGUAGES	11	3	2	5	2	66.6	40.0
156	1200	HEALTH PROFESSIONS	12	18	1	19	5	27.7	5.2
157	1300	HOME ECONOMICS	13	7	1	8	2	28.5	12.5
158	1500	LETTERS	15	28	2	30	23	82.1	6.6
159	1600	LIBRARY SCIENCE	16	0	3	3	0	*	100.0
160	1700	MATHEMATICS	17	11	0	11	11	100.0	.0
161	1900	PHYSICAL SCIENCES	19	15	0	15	11	73.3	.0
162	2000	PSYCHOLOGY	20	5	3	8	3	60.0	37.5
163	2100	PUBLIC AFFAIRS & SERVICES	21	5	6	11	1	20.0	54.5
164	2200	SOCIAL SCIENCES	22	19	4	23	11	57.8	17.3
165		*	31	240	35	275	153	63.7	12.7
FICECODE COUNT			19						
002496 2070	NORTHWEST MO STATE UNIVERSITY A 12-0 2A 79								
166	0100	AGRICULTURE & NATURAL RESOURCE	01	10	2	12	4	40.0	16.6
167	0400	BIOLOGICAL SCIENCES	04	10	2	12	8	80.0	16.6
168	0500	BUSINESS & MANAGEMENT	05	24	4	28	13	54.1	14.2
169	0800	EDUCATION	08	68	6	74	42	61.7	8.1
170	1000	FINE & APPLIED ARTS	10	27	2	29	6	22.2	6.8
171	1100	FOREIGN LANGUAGES	11	5	0	5	5	100.0	.0

	HEGIS CODE	HEGIS DIVISION DESCRIPTION	LINE NO.	ALL I/R F-TIME	ALL I/R P-TIME	ALL I/R TOTAL	TENURED. F-TIME	PCT-FULL W/TENURE	PCT-ALL PART-TIME
002496 2070		NORTHWEST [illegible] STATE UNIVERSITY A 12-0 2A 79							
172	1200	HEALTH PROFESSIONS	12	6	1	7	0	.0	14.2
173	1300	HOME ECONOMICS	13	7	3	10	5	71.4	30.0
174	1500	LETTERS	15	29	3	32	18	62.0	9.3
175	1600	LIBRARY SCIENCE	16	9	0	9	4	44.4	.0
176	1700	MATHEMATICS	17	14	0	14	9	64.2	.0
177	1900	PHYSICAL SCIENCES	19	12	0	12	11	91.6	.0
178	2000	PSYCHOLOGY	20	12	1	13	7	58.3	7.6
179	2200	SOCIAL SCIENCES	22	20	1	21	20	100.0	4.7
180		*	31	253	25	278	152	60.0	8.9
FICECODE COUNT			15						
002503 2090		SOUTHWEST [illegible] STATE UNIVERSITY A 12-0 2A 79							
181	0100	AGRICULTURE & NATURAL RESOURCE	01	19	4	23	10	52.6	17.3
182	0400	BIOLOGICAL SCIENCES	04	23		23	17	73.9	.0
183	0500	BUSINESS & MANAGEMENT	05	66	47	113	33	50.0	41.5
184	0800	EDUCATION	08	86	28	114	65	75.5	24.5
185	1000	FINE & APPLIED ARTS	10	43	16	59	27	62.7	27.1
186	1100	FOREIGN LANGUAGES	11	16	3	19	11	68.7	15.7
187	1200	HEALTH PROFESSIONS	12	3	2	5		.0	40.0
188	1300	HOME ECONOMICS	13	11	6	17	3	27.2	35.2
189	1500	LETTERS	15	76	36	112	36	47.3	32.1
190	1700	MATHEMATICS	17	20	4	24	16	80.0	16.6
191	1900	PHYSICAL SCIENCES	19	34	4	38	22	64.7	10.5
192	2000	PSYCHOLOGY	20	25	4	29	13	52.0	13.7
193	2200	SOCIAL SCIENCES	22	80	5	85	50	62.5	5.8
194		*	31	502	159	661	303	60.3	24.0
FICECODE COUNT			14						
002459 3010		[illegible] COLLEGE A 12-0 2A 79							
195	0100	AGRICULTURE & NATURAL RESOURCE	01	1		1		.0	.0
196	0400	BIOLOGICAL SCIENCES	04	1		1		.0	.0
197	0500	BUSINESS & MANAGEMENT	05	2	4	6		.0	66.6
198	0600	COMMUNICATIONS	06	3		3		.0	.0
199	0800	EDUCATION	08	1	2	3		.0	66.6
200	1000	FINE & APPLIED ARTS	10	2	8	10		.0	80.0
201	1100	FOREIGN LANGUAGES	11	1		1		.0	.0
202	1500	LETTERS	15		2	2		*	100.0
203	1700	MATHEMATICS	17	1	1	2		.0	50.0
204	1900	PHYSICAL SCIENCES	19	2	2	4		.0	50.0
205	2000	PSYCHOLOGY	20	1	1	2		.0	50.0

	HEGIS CODE	HEGIS DIVISION DESCRIPTION	LINE NO.	ALL I/R F-TIME	ALL I/R P-TIME	ALL I/R TOTAL	TENURED F-TIME	PCT-FULL W/TENURE	PCT-ALL PART-TIME
002454	3010	CROWDER COLLEGE A 12-0 2A 79							
206	2200	SOCIAL SCIENCES	22	2	1	3		.0	33.3
207	5000	BUSINESS & COMMERCE TECHNOL'S	25	3	3	6		.0	50.0
208	5200	HEALTH SERV & PARAMEDICAL TECH	27	2	1	3		.0	33.3
209	5300	MECHANICAL & ENGINEERING TECH	28	4	4	8		.0	50.0
210	5400	NATURAL SCIENCE TECHNOLOGIES	29	1	2	3		.0	66.6
211		*	31	27	31	58		.0	53.4
FICECODE COUNT			17						
002462	3020	EAST CENTRAL JUNIOR COLLEGE A 12-0 2A 79							
212	0400	BIOLOGICAL SCIENCES	04	3		3		.0	.0
213	0500	BUSINESS & MANAGEMENT	05		2	2		*	100.0
214	0800	EDUCATION	08	3		3		.0	.0
215	1000	FINE & APPLIED ARTS	10	5	2	7		.0	28.5
216	1500	LETTERS	15	6	1	7		.0	14.2
217	1700	MATHEMATICS	17	3	1	4		.0	25.0
218	1900	PHYSICAL SCIENCES	19	2		2		.0	.0
219	2000	PSYCHOLOGY	20	1		1		.0	.0
220	2200	SOCIAL SCIENCES	22	4		4		.0	.0
221	5000	BUSINESS & COMMERCE TECHNOL'S	25	8	10	18		.0	55.5
222	5200	HEALTH SERV & PARAMEDICAL TECH	27	2	5	7		.0	71.4
223	5300	MECHANICAL & ENGINEERING TECH	28	7	1	8		.0	12.5
224	5400	NATURAL SCIENCE TECHNOLOGIES	29	2	1	3		.0	33.3
225	5500	PUBLIC SERVICE RELATED TECHNOL	30		4	4		*	100.0
226		*	31	46	27	73		.0	36.9
FICECODE COUNT			15						
007102	3030	JEFFERSON COLLEGE A 12-0 2A 79							
227	0400	BIOLOGICAL SCIENCES	04	3	1	4	2	66.6	25.0
228	0500	BUSINESS & MANAGEMENT	05	2	8	10	1	50.0	80.0
229	0700	COMPUTER & INFORMATION SCIENCE	07	1	2	3		.0	66.6
230	0800	EDUCATION	08	4	3	7	2	50.0	42.8
231	1000	FINE & APPLIED ARTS	10	7	3	10	4	57.1	30.0
232	1100	FOREIGN LANGUAGES	11	1		1	1	100.0	.0
233	1500	LETTERS	15	8	7	15	5	62.5	46.6
234	1700	MATHEMATICS	17	4	5	9	4	100.0	55.5
235	1900	PHYSICAL SCIENCES	19	3	2	5	2	66.6	40.0
236	2000	PSYCHOLOGY	20	3	2	5	2	66.6	40.0
237	2200	SOCIAL SCIENCES	22	4	6	10	3	75.0	60.0
238	5000	BUSINESS & COMMERCE TECHNOL'S	25	5	6	11	3	60.0	54.5
239	5100	DATA PROCESSING TECHNOLOGIES	26	1		1		.0	.0

		HEGIS CODE	HEGIS DIVISION DESCRIPTION	LINE NO.	ALL I/R F-TIME	ALL I/R P-TIME	ALL I/R TOTAL	TENURED F-TIME	PCT-FULL W/TENURE	PCT-ALL PART-TIME
007102	3030	JEFFERSON COLLEGE	A 12-0 2A 79							
240		5200	HEALTH SERV & PARAMEDICAL TECH	27	10	3	13	2	20.0	23.0
241		5300	MECHANICAL & ENGINEERING TECH	28	19	6	25	8	42.1	24.0
242		5400	NATURAL SCIENCE TECHNOLOGIES	29	1		1		.0	.0
243		5500	PUBLIC SERVICE RELATED TECHNOL	30	4	5	9		.0	55.5
244			*	31	80	59	139	39	48.7	42.4
FICECODE COUNT				18						
009140	3050	LONGVIEW COMM COLLEGE	A 12-0 2A 79							
245		0200	ARCHITECTURE & ENVIRON DESIGN	02	1	0	1	1	100.0	.0
246		0400	BIOLOGICAL SCIENCES	04	3	4	7	3	100.0	57.1
247		0700	COMPUTER & INFORMATION SCIENCE	07	1	10	11	1	100.0	90.9
248		0800	EDUCATION	08	1	1	2	1	100.0	50.0
249		1000	FINE & APPLIED ARTS	10	3	3	6	3	100.0	50.0
250		1100	FOREIGN LANGUAGES	11	1	0	1	1	100.0	.0
251		1500	LETTERS	15	11	10	21	11	100.0	47.6
252		1700	MATHEMATICS	17	5	11	16	5	100.0	68.7
253		1900	PHYSICAL SCIENCES	19	5	3	8	5	100.0	37.5
254		2000	PSYCHOLOGY	20	2	3	5	2	100.0	60.0
255		2200	SOCIAL SCIENCES	22	7	6	13	7	100.0	46.1
256		5000	BUSINESS & COMMERCE TECHNOL'S	25	8	25	33	7	87.5	75.7
257		5300	MECHANICAL & ENGINEERING TECH	28	10	10	20	10	100.0	50.0
258		5400	NATURAL SCIENCE TECHNOLOGIES	29	1	0	1	1	100.0	.0
259		5500	PUBLIC SERVICE RELATED TECHNOL	30	2	2	4	2	100.0	50.0
260			*	31	61	88	149	60	98.3	59.0
FICECODE COUNT				16						
009139	3060	MAPLE WOODS COMM COLLEGE	A 12-0 2A 79							
261		0400	BIOLOGICAL SCIENCES	04	1	4	5	1	100.0	80.0
262		0700	COMPUTER & INFORMATION SCIENCE	07	0	3	3	0	*	100.0
263		0800	EDUCATION	08	1	1	2	1	100.0	50.0
264		1000	FINE & APPLIED ARTS	10	2	8	10	2	100.0	80.0
265		1100	FOREIGN LANGUAGES	11	1	0	1	1	100.0	.0
266		1500	LETTERS	15	9	8	17	9	100.0	47.0
267		1700	MATHEMATICS	17	2	5	7	2	100.0	71.4
268		1900	PHYSICAL SCIENCES	19	3	0	3	3	100.0	.0
269		2000	PSYCHOLOGY	20	2	2	4	2	100.0	50.0
270		2200	SOCIAL SCIENCES	22	6	3	9	6	100.0	33.3
271		5000	BUSINESS & COMMERCE TECHNOL'S	25	5	16	21	5	100.0	76.1
272		5200	HEALTH SERV & PARAMEDICAL TECH	27	1	0	1	1	100.0	.0
273		5300	MECHANICAL & ENGINEERING TECH	28	5	3	8	5	100.0	37.5

	HEGIS CODE	HEGIS DIVISION DESCRIPTION	LINE NO.	ALL I/R F-TIME	ALL I/R P-TIME	ALL I/R TOTAL	TENURED F-TIME	PCT-FULL W/TENURE	PCT-ALL PART-TIME
009139 3060		MAPLE WOODS COMM COLLEGE A 12-0 2A 79							
274	5500	PUBLIC SERVICE RELATED TECHNOL	30	0	3	3	0	*	100.0
275		*	31	38	56	94	38	100.0	59.5
FICECODE COUNT			15						
002484 3070		PENN VALLEY COMM COLLEGE A 12-0 2A 79							
276	0400	BIOLOGICAL SCIENCES	04	8	5	13	8	100.0	38.4
277	0700	COMPUTER & INFORMATION SCIENCE	07	4	7	11	4	100.0	63.6
278	0800	EDUCATION	08	2	2	4	2	100.0	50.0
279	1000	FINE & APPLIED ARTS	10	5	9	14	5	100.0	64.2
280	1100	FOREIGN LANGUAGES	11	1	2	3	1	100.0	66.6
281	1500	LETTERS	15	21	11	32	21	100.0	34.3
282	1700	MATHEMATICS	17	6	7	13	6	100.0	53.8
283	1900	PHYSICAL SCIENCES	19	7	1	8	7	100.0	12.5
284	2000	PSYCHOLOGY	20	2	3	5	2	100.0	60.0
285	2200	SOCIAL SCIENCES	22	11	3	14	11	100.0	21.4
286	5000	BUSINESS & COMMERCE TECHNOL'S	25	10	21	31	10	100.0	67.7
287	5200	HEALTH SERV & PARAMEDICAL TECH	27	25	15	40	17	68.0	37.5
288	5300	MECHANICAL & ENGINEERING TECH	28	4	8	12	2	50.0	66.6
289	5400	NATURAL SCIENCE TECHNOLOGIES	29	4	0	4	4	100.0	.0
290	5500	PUBLIC SERVICE RELATED TECHNOL	30	5	9	14	4	80.0	64.2
291		*	31	115	103	218	104	90.4	47.2
FICECODE COUNT			16						
029029 3080		PIONEER COMM COLLEGE A 12-0 2A 79							
292	1000	FINE & APPLIED ARTS	10	0	1	1	0	*	100.0
293	1500	LETTERS	15	2	3	5	0	.0	60.0
294	1700	MATHEMATICS	17	1	0	1	0	.0	.0
295	5000	BUSINESS & COMMERCE TECHNOL'S	25	7	20	27	0	.0	74.0
296	5200	HEALTH SERV & PARAMEDICAL TECH	27	2	2	4	1	50.0	50.0
297	5300	MECHANICAL & ENGINEERING TECH	28	0	1	1	0	*	100.0
298	5500	PUBLIC SERVICE RELATED TECHNOL	30	0	5	5	0	*	100.0
299		*	31	12	32	44	1	8.3	72.7
FICECODE COUNT			8						
002486 3090		MINERAL AREA COLLEGE A 12-0 2A 79							
300	0400	BIOLOGICAL SCIENCES	04	3		3		.0	.0
301	0500	BUSINESS & MANAGEMENT	05	2		2		.0	.0

	HEGIS CODE	HEGIS DIVISION DESCRIPTION	LINE NO.	ALL I/R F-TIME	ALL I/R P-TIME	ALL I/R TOTAL	TENURED F-TIME	PCT-FULL W/TENURE	PCT-ALL PART-TIME
002486	3080	MINERAL AREA COLLEGE A 12-0 2A 79							
302	0400	EDUCATION	08	3		3		.0	.0
303	0900	ENGINEERING	09	1		1		.0	.0
304	1000	FINE & APPLIED ARTS	10	4		4		.0	.0
305	1100	FOREIGN LANGUAGES	11	1		1		.0	.0
306	1500	LETTERS	15	6	2	8		.0	25.0
307	1700	MATHEMATICS	17	2		2		.0	.0
308	1900	PHYSICAL SCIENCES	19	2		2		.0	.0
309	2000	PSYCHOLOGY	20	1	1	2		.0	50.0
310	2200	SOCIAL SCIENCES	22	4	3	7		.0	42.8
311	5000	BUSINESS & COMMERCE TECHNOL'S	25	5	7	12		.0	58.3
312	5200	HEALTH SERV & PARAMEDICAL TECH	27	9	7	16		.0	43.7
313	5300	MECHANICAL & ENGINEERING TECH	28	5	4	9		.0	44.4
314	5400	NATURAL SCIENCE TECHNOLOGIES	29	0	2	2		*	100.0
315	5500	PUBLIC SERVICE RELATED TECHNOL	30	1	4	5		.0	80.0
316		*	31	49	30	79		.0	37.9
FICECODE COUNT			17						
002491	3100	MONERLY JUNIOR COLLEGE A 12-0 2A 79							
317	0400	BIOLOGICAL SCIENCES	04	1		1	1	100.0	.0
318	0500	BUSINESS & MANAGEMENT	05	1	2	3		.0	66.6
319	0400	EDUCATION	08	2	2	4		.0	50.0
320	1000	FINE & APPLIED ARTS	10	2	1	3	1	50.0	33.3
321	1100	FOREIGN LANGUAGES	11		2	2		*	100.0
322	1500	LETTERS	15	3		3	1	33.3	.0
323	1700	MATHEMATICS	17	1		1	1	100.0	.0
324	1900	PHYSICAL SCIENCES	19	1	2	3	1	100.0	66.6
325	2000	PSYCHOLOGY	20	1	3	4	1	100.0	75.0
326	2200	SOCIAL SCIENCES	22	2	1	3	2	100.0	33.3
327	5000	BUSINESS & COMMERCE TECHNOL'S	25	3	3	6	2	66.6	50.0
328	5100	DATA PROCESSING TECHNOLOGIES	26	1		1		.0	.0
329	5200	HEALTH SERV & PARAMEDICAL TECH	27	3		3	1	33.3	.0
330	5300	MECHANICAL & ENGINEERING TECH	28	2	6	8	1	50.0	75.0
331	5400	NATURAL SCIENCE TECHNOLOGIES	29	2	1	3	1	50.0	33.3
332	5500	PUBLIC SERVICE RELATED TECHNOL	30		1	1		*	100.0
333		*	31	25	24	49	13	52.0	48.9
FICECODE COUNT			17						
002469	3110	ST LOUIS COMMUNITY COLLEGE B 12-0 2A 79							
334	2000	PSYCHOLOGY	20	1		1		.0	.0
335	2200	SOCIAL SCIENCES	22	1		1		.0	.0

	HEGIS CODE	HEGIS DIVISION DESCRIPTION	LINE NO.	ALL I/R F-TIME	ALL I/R P-TIME	ALL I/R TOTAL	TENURED F-TIME	PCT-FULL W/TENURE	PCT-ALL PART-TIME
002469 3110	ST LOUIS COMMUNITY COLLEGE	B 12-0 2A 79							
336	5100	DATA PROCESSING TECHNOLOGIES	26	1		1		.0	.0
337		•	31	3		3		.0	.0
FICECODE COUNT			4						
002470 3120	ST LOUIS CC-FLORISSANT VALLEY	B 12-0 2A 79							
338	0400	BIOLOGICAL SCIENCES	04	7	7	14		.0	50.0
339	0500	BUSINESS & MANAGEMENT	05	13	29	42		.0	69.0
340	0600	COMMUNICATIONS	06	2	5	7		.0	71.4
341	0800	EDUCATION	08	7	6	13		.0	46.1
342	1000	FINE & APPLIED ARTS	10	13	24	37		.0	64.8
343	1100	FOREIGN LANGUAGES	11	2	1	3		.0	33.3
344	1300	HOME ECONOMICS	13	13	4	17		.0	23.5
345	1500	LETTERS	15	31	35	66		.0	53.0
346	1700	MATHEMATICS	17	14	11	25		.0	44.0
347	1900	PHYSICAL SCIENCES	19	12	8	20		.0	40.0
348	2000	PSYCHOLOGY	20	6	2	8		.0	25.0
349	2200	SOCIAL SCIENCES	22	20	10	30		.0	33.3
350	4900	INTERDISCIPLINARY STUDIES	24	4	1	5		.0	20.0
351	5000	BUSINESS & COMMERCE TECHNOL'S	25	4	8	12		.0	66.6
352	5100	DATA PROCESSING TECHNOLOGIES	26	5	10	15		.0	66.6
353	5200	HEALTH SERV & PARAMEDICAL TECH	27	9	1	10		.0	10.0
354	5300	MECHANICAL & ENGINEERING TECH	28	15	21	36		.0	58.3
355	5500	PUBLIC SERVICE RELATED TECHNOL	30	8	3	11		.0	27.2
356		•	31	185	186	371		.0	50.1
FICECODE COUNT			19						
002471 3130	ST LOUIS CC-FOREST PARK	B 12-0 2A 79							
357	0400	BIOLOGICAL SCIENCES	04	10	12	22		.0	54.5
358	0500	BUSINESS & MANAGEMENT	05	5	16	21		.0	76.1
359	0600	COMMUNICATIONS	06	1	13	14		.0	92.8
360	0800	EDUCATION	08	8	8	16		.0	50.0
361	1000	FINE & APPLIED ARTS	10	8	19	27		.0	70.3
362	1100	FOREIGN LANGUAGES	11	3	5	8		.0	62.5
363	1500	LETTERS	15	33	30	63		.0	47.6
364	1700	MATHEMATICS	17	10	14	24		.0	58.3
365	1900	PHYSICAL SCIENCES	19	7	13	20		.0	65.0
366	2000	PSYCHOLOGY	20	4	6	10		.0	60.0
367	2200	SOCIAL SCIENCES	22	14	29	43		.0	67.4
368	4900	INTERDISCIPLINARY STUDIES	24	4	52	56		.0	92.8
369	5000	BUSINESS & COMMERCE TECHNOL'S	25	11	20	31		.0	64.5

		HEGIS CODE	HEGIS DIVISION DESCRIPTION	LINE NO.	ALL I/R F-TIME	ALL I/R P-TIME	ALL I/R TOTAL	TENURED F-TIME	PCT-FULL W/TENURE	PCT-ALL PART-TIME
002471	3130	ST LOUIS CC-FOREST PARK	R 12-0 2A 79							
370		5100	DATA PROCESSING TECHNOLOGIES	26	1	5	6		.0	83.3
371		5200	HEALTH SERV & PARAMEDICAL TECH	27	31	39	70		.0	55.7
372		5300	MECHANICAL & ENGINEERING TECH	28	9	6	15		.0	40.0
373		5500	PUBLIC SERVICE RELATED TECHNOL	30	9	35	44		.0	79.5
374			*	31	168	322	490		.0	65.7
FICECODE COUNT				18						
002472	3140	ST LOUIS CC-MERAMEC	B 12-0 2A 79							
375		0400	BIOLOGICAL SCIENCES	04	9	5	14		.0	35.7
376		0500	BUSINESS & MANAGEMENT	05	17	24	41		.0	58.5
377		0800	EDUCATION	08	7	8	15		.0	53.3
378		1000	FINE & APPLIED ARTS	10	17	19	36		.0	52.7
379		1100	FOREIGN LANGUAGES	11	4		4		.0	.0
380		1300	HOME ECONOMICS	13		1	1		*	100.0
381		1500	LETTERS	15	36	12	48		.0	25.0
382		1700	MATHEMATICS	17	11	10	21		.0	47.6
383		1900	PHYSICAL SCIENCES	19	10	11	21		.0	52.3
384		2000	PSYCHOLOGY	20	7	6	13		.0	46.1
385		2100	PUBLIC AFFAIRS & SERVICES	21	1		1		.0	.0
386		2200	SOCIAL SCIENCES	22	18	14	32		.0	43.7
387		5000	BUSINESS & COMMERCE TECHNOL'S	25	5	32	37		.0	86.4
388		5100	DATA PROCESSING TECHNOLOGIES	26	3	12	15		.0	80.0
389		5200	HEALTH SERV & PARAMEDICAL TECH	27	21	4	25		.0	16.0
390		5300	MECHANICAL & ENGINEERING TECH	28	7	15	22		.0	68.1
391		5400	NATURAL SCIENCE TECHNOLOGIES	29		1	1		*	100.0
392		5500	PUBLIC SERVICE RELATED TECHNOL	30	4	9	13		.0	69.2
393			*	31	177	183	360		.0	50.8
FICECODE COUNT				19						
008080	3150	STATE FAIR COMMUNITY COLLEGE	A 12-0 2A 79							
394		0100	AGRICULTURE & NATURAL RESOURCE	01	0	0	0		*	*
395		0200	ARCHITECTURE & ENVIRON DESIGN	02	0	0	0		*	*
396		0300	AREA STUDIES	03	0	0	0		*	*
397		0400	BIOLOGICAL SCIENCES	04	1	3	4		.0	75.0
398		0500	BUSINESS & MANAGEMENT	05	1	1	2		.0	50.0
399		0600	COMMUNICATIONS	06	1	1	2		.0	50.0
400		0700	COMPUTER & INFORMATION SCIENCE	07	0	0	0		*	*
401		0800	EDUCATION	08	3	3	6		.0	50.0
402		0900	ENGINEERING	09	0	0	0		*	*
403		1000	FINE & APPLIED ARTS	10	4	1	5		.0	20.0

	HEGIS CODE	HEGIS DIVISION DESCRIPTION	LINE NO.	ALL I/R F-TIME	ALL I/R P-TIME	ALL I/R TOTAL	TENURED F-TIME	PCT-FULL W/TENURE	PCT-ALL PART-TIME
008080 3150		STATE FAIR COMMUNITY COLLEGE A 12-0 2A 79							
404	1100	FOREIGN LANGUAGES	11	0	1	1		*	100.0
405	1200	HEALTH PROFESSIONS	12	0	0	0		*	*
406	1300	HOME ECONOMICS	13	0	0	0		*	*
407	1400	LAW	14	0	1	1		*	100.0
408	1500	LETTERS	15	5	3	8		.0	37.5
409	1600	LIBRARY SCIENCE	16	0	0	0		*	*
410	1700	MATHEMATICS	17	2	0	2		.0	.0
411	1800	MILITARY SCIENCES	18	0	0	0		*	*
412	1900	PHYSICAL SCIENCES	19	3	1	4		.0	25.0
413	2000	PSYCHOLOGY	20	1	1	2		.0	50.0
414	2100	PUBLIC AFFAIRS & SERVICES	21	0	0	0		*	*
415	2200	SOCIAL SCIENCES	22	3	6	9		.0	66.6
416	2300	THEOLOGY	23	0	0	0		*	*
417	4900	INTERDISCIPLINARY STUDIES	24	0	0	0		*	*
418	5000	BUSINESS & COMMERCE TECHNOL'S	25	14	14	28		.0	50.0
419	5100	DATA PROCESSING TECHNOLOGIES	26	0	0	0		*	*
420	5200	HEALTH SERV & PARAMEDICAL TECH	27	8	4	12		.0	33.3
421	5300	MECHANICAL & ENGINEERING TECH	28	7	3	10		.0	30.0
422	5400	NATURAL SCIENCE TECHNOLOGIES	29	4	0	4		.0	.0
423	5500	PUBLIC SERVICE RELATED TECHNOL	30	0	0	0		*	*
424		*	31	57	43	100		.0	43.0
FICECODE COUNT			31						
004713 3160		THREE RIVERS COMMUNITY COLLEG A 12-0 2A 79							
425	0400	BIOLOGICAL SCIENCES	04	2		2	2	100.0	.0
426	0500	BUSINESS & MANAGEMENT	05	3	5	8	3	100.0	62.5
427	1000	FINE & APPLIED ARTS	10	3	7	10	3	100.0	70.0
428	1100	FOREIGN LANGUAGES	11	1		1		.0	.0
429	1500	LETTERS	15	7	2	9	5	71.4	22.2
430	1700	MATHEMATICS	17	2		2	2	100.0	.0
431	1900	PHYSICAL SCIENCES	19	2		2	2	100.0	.0
432	2000	PSYCHOLOGY	20	1		1	1	100.0	.0
433	2100	PUBLIC AFFAIRS & SERVICES	21		1	1		*	100.0
434	2200	SOCIAL SCIENCES	22	4		4	4	100.0	.0
435	5000	BUSINESS & COMMERCE TECHNOL'S	25	5	3	8	3	60.0	37.5
436	5200	HEALTH SERV & PARAMEDICAL TECH	27	6	5	11	1	16.6	45.4
437	5300	MECHANICAL & ENGINEERING TECH	28	2	1	3	1	50.0	33.3
438	5400	NATURAL SCIENCE TECHNOLOGIES	29	8	1	9	2	25.0	11.1
439	5500	PUBLIC SERVICE RELATED TECHNOL	30		1	1		*	100.0
440		*	31	46	26	72	29	63.0	36.1
FICECODE COUNT			16						

	HEGIS CODE	HEGIS DIVISION DESCRIPTION	LINE NO.	ALL I/R F-TIME	ALL I/R P-TIME	ALL I/R TOTAL	TENURED F-TIME	PCT-FULL W/TENURE	PCT-ALL PART-TIME
002514	3170	TRENTON JUNIOR COLLEGE A 12-0 2A 79							
441	0400	BIOLOGICAL SCIENCES	04	1		1	1	100.0	.0
442	0500	BUSINESS & MANAGEMENT	05	1		1	1	100.0	.0
443	0600	COMMUNICATIONS	06	1		1		.0	.0
444	0800	EDUCATION	08	1	1	2		.0	50.0
445	1000	FINE & APPLIED ARTS	10		2	2		*	100.0
446	1100	FOREIGN LANGUAGES	11		1	1		*	100.0
447	1500	LETTERS	15	2	1	3	1	50.0	33.3
448	1700	MATHEMATICS	17	1		1	1	100.0	.0
449	1900	PHYSICAL SCIENCES	19	1		1	1	100.0	.0
450	2000	PSYCHOLOGY	20	1		1		.0	.0
451	2200	SOCIAL SCIENCES	22	2		2	2	100.0	.0
452	5000	BUSINESS & COMMERCE TECHNOL'S	25	3	1	4	2	66.6	25.0
453	5200	HEALTH SERV & PARAMEDICAL TECH	27	7	1	8	5	71.4	12.5
454	5300	MECHANICAL & ENGINEERING TECH	28	1		1	1	100.0	.0
455	5400	NATURAL SCIENCE TECHNOLOGIES	29	3	2	5		.0	40.0
456		*	31	25	9	34	15	60.0	26.4
FICECODE COUNT			16						